

Employment Plan Officer Update

10th Reporting Period: January – June 2019

August 20, 2019



COOK COUNTY
HEALTH

Employment Plan Updates

What's New?

Employment Plan Amendments

1. General Hiring Process: Preferred Qualification Screening by HR
2. General Hiring Process: Telephone Screening by HR prior to interview
3. Hiring Fair Process
4. Updated Plan Exhibits:

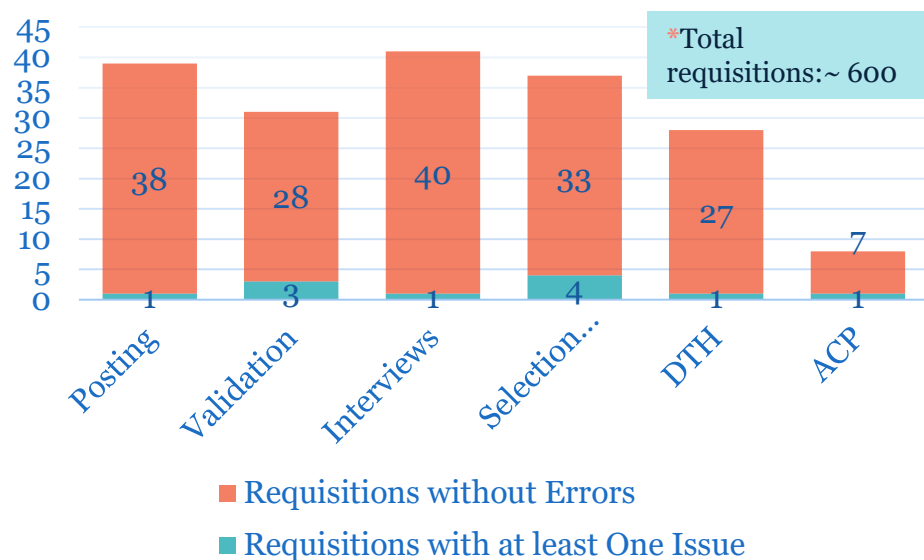
Exhibit 1 – Actively Recruited Positions List	<ul style="list-style-type: none">- Added 38 positions- Removed 1 positions- Updated or modified 7 positions
Exhibit 5 – Direct Appointment Positions List	<ul style="list-style-type: none">- Added 5 new positions- Job description changes for 3 positions
Exhibit 13 – Advanced Clinical Positions List	<ul style="list-style-type: none">- Added 16 new positions- Corrected 1 position job code

Monitoring and Investigations

Status Update

Hiring Processes

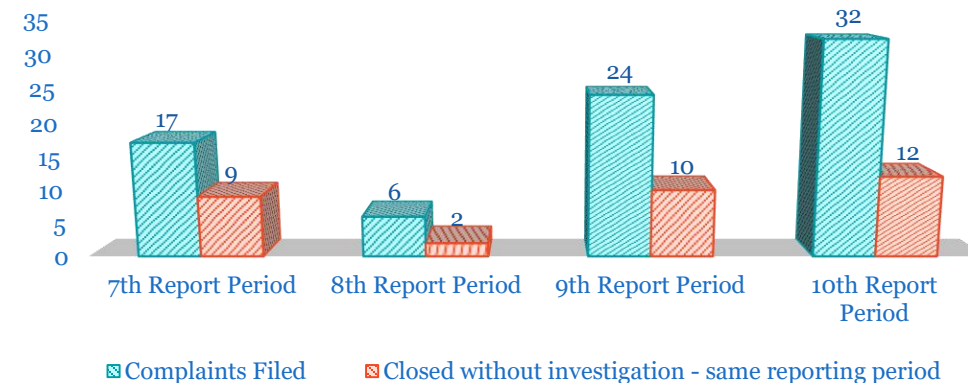
(MONITORED ~19% OF REQUISITIONS*)



Complaints & Investigations

- Issued 16 Non-Compliance Notices
- Closed 17 files (~38 files remain active)
- Issued 4 Incident Reports
 - 2 sustained
 - Both related to hiring processes
 - All recommendations implemented
 - 2 not sustained

COMPLAINTS ACROSS REPORTING PERIODS



Employment Activity

Direct Hiring & Supplemental Policies

Activity	Volume
Direct Appointments	12
Executive Assistant Appointments	5
Department/Division Chair Appointments	4
Approved Transfer Requests	2
Approved Interim Assignments	5
Grade 24 Salary Adjustments	100

Questions?



COOK COUNTY
HEALTH